Programmer III (4 Positions)

AGENCY DESCRIPTION

The Texas Commission on Law Enforcement (TCOLE) is seeking a Programmer to join the Special Services/IT Division, located at 6330 E HWY 290, Suite 200, Austin, TX. TCOLE offers a competitive salary and State of Texas benefits package that include everything from health insurance to a retirement plan and a variety of leave types. Please fill out the application form including your experience, education, special training, skills, and qualifications relevant to the position you are applying for. A skills exercise may be conducted at the time of the interview. There are limited opportunities for remote work based on job duties and agency needs.

GENERAL DUTIES

- Performs highly complex (senior level) computer programming work in support of the Texas Commission on Law Enforcement Data Distribution System (TCLEDDS) and supplemental applications.
- Work involves carrying out and/or coordinating programming projects, analyzing proposed applications, and designing solutions.
- Works closely with internal staff and external stakeholders to interpret business and system use case and requirements and develop diagrams and flow charts to represent operations of data flow for applications; translates these requirements into a software solution.
- Performs research and analysis required for project and system modifications.
- Writes complex software code and debugs software.
- Develops instructions or manuals for end users.
- Maintains knowledge of changing hardware, software, and security technology.
- Works under general to limited supervision, with limited to considerable latitude for the use of initiative and independent judgment.
- Work outside normal office hours/days when needed.
- Performs related work as assigned.
- Performs highly complex (senior-level) computer programming work in support of the Texas Commission on Law Enforcement Data Distribution System (TCLEDDS) and supplemental applications.
- Work involves compiling queries and stored procedures and creating reports to fulfil ad hoc information requests, create public reports, and provide data to drive decision making.
- Consults with internal staff and external customers to identify user needs.
- Cleans and prunes data to discard irrelevant information.
- Performs research and analysis required for project and system modifications with respect to mitigating data issues.
- Develops instructions or manuals for end users.
- Maintains knowledge of changing hardware, software, and security technology.
- May develop and implement databases, data collection systems, data analytics, and other strategies that optimize statistical efficiency and quality.
- May establish and maintain standard work procedures governing the appropriate use of data.
- Works under general to limited supervision, with moderate latitude for the use of initiative and independent judgment.
- Work outside normal office hours/days when needed.
- May provide guidance to others.
- Performs related work as assigned.

EXPERIENCE AND EDUCATION

Experience in computer programming work. Graduation from an accredited four-year college or university with major coursework in computer science, computer programming or systems analysis and design, or a related field is generally preferred. Experience and education may be substituted for one another.

Must possess working knowledge, or ability to rapidly assimilate knowledge, of regulatory information related to TCOLE, State and Federal regulations, legislation, guidelines, policies, and procedures.

MINIMUM KNOWLEDGE, SKILLS, AND ABILITIES
- Knowledge of the principles, practices, and techniques of computer programming and systems analysis.
- Knowledge of computer programming languages (HTML)
- Proficiency in SQL queries, views, and stored procedures.
- Proficiency in ASP.Net, Microsoft Visual Studio, SSRS.
- Experience in developing integrated solutions with backend SQL databases.
- Experience in MS Access.
- Skill in problem solving and critical thinking.
- Ability to process information logically.
- Ability to design programs and systems logic.
- Ability to code, test, and debug software.
- Ability to communicate effectively.
- Experience with IIS.
- Experience in developing integrated solutions with backend SQL databases.
- Ability to engage in a collaborative, results-oriented team environment.
- Knowledge of security procedures for handling, protecting, and distributing confidential data.
- Ability to maintain accuracy and attention to detail.

PREFERRED KNOWLEDGE, SKILLS, AND ABILITIES
- Familiarity with Office 365's Power Platform (Power Apps, Power Automate, Power BI)
- Experience in API development and maintenance.
- Experience in Agile Scrum methodologies.
- Experience in developing integrated solutions with backend SQL databases.
- Experience in MS Access.
- Familiarity with Drupal.
- Familiarly with PHP.
- Experience in graphic design, fine arts, visual arts, or a related field.

MILITARY OCCUPATIONAL SPECIALTY CODES can be found at http://www.hr.sao.texas.gov/CompensationSystem/JobDescriptions

VETERAN'S PREFERENCE: If you choose to claim veteran's employment preference including surviving spouse or orphan of a veteran as outlined by the State of Texas, you must attach a DD214 at the time your application is submitted.

FOR NEW HIRES/REHIRES: Health insurance is available the 1st of the following month after a 60-day waiting period.

TO APPLY: Application must be completed at: Job Description - Programmer III (00016765) (taleo.net)

As an equal opportunity employer, we hire without consideration to race, religion, color, national origin, sex, disability, age or veteran status, unless an applicant is entitled to the veteran's preference.

This position requires the applicant to meet Agency standards and criteria which may include passing a pre-employment criminal background check, prior to being offered employment by the Agency.